







even

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Message from Management

GRI 2-22

1.1.1 Message from Chairman

Even is increasingly solid and aligned with its strategy in the high-end segment, with impressive results, high margins and strong cash generation, allowing the distribution of significant dividends.

The partnership with RFM marked a new chapter in our history, expanding our operations into the high-end and luxury segment. This reinforces our positioning and opens up new opportunities to innovate, grow, and deliver even more value to our customers and shareholders.

In this report, we highlight our achievements and ongoing commitment to sustainability and social responsibility, transforming the way people live, work, and interact, designing products for the new world we live in. We remain confident that the future will bring even more achievements for everyone who walks with Even.

Marcio Moraes - Chairman of Even



1.1.2 Message from Board of Directors

We closed 2024 with the company fully aligned with its strategic positioning, with inventory and landbank in high-end developments in the best locations in São Paulo. We have presented consistent results in recent years, with increased profitability, cash generation, and significant payment of dividends.

This trajectory is the result of our ability to structure good deals, develop high-value products, and allocate capital efficiently.

At Even, we value human capital, with experienced professionals with long careers in the company who support our culture and legacy. We face climate challenges responsibly, improving practices to reduce environmental impact and reinforcing our commitment to sustainability.

With solid governance and a long-term vision, we continue to guide the company toward ethical and consistent growth.

Board of Directors





Highlights of the Year

Economic:

2024 Launches

R\$1,9 bi R\$3,6 bi (100%)

Adjusted Gross Margin 2024

30,9% +6,0 p.p. vs. 2023 **Inventory Sales 2024**

R\$1,1 bi +51% vs. 2023 (% Even)

Comprehensive Net Income 2024

R\$194mi *+12% vs. 2023 • ROE LTM 11,8% (Even Ex-Melnick)

Net Revenue 2024

R\$2,2 bi +21% vs. 2023

Cash Generation

R\$**143mi** (4T24) R\$355mi (2024)





PPR Works with **ESG Targets for** Works (~7% of PDTO)



Ratification of Suppliers per **ESG** premises



ESG Executive **Board**



^{*}Even net income ex-Melnick, considering results from the sale of equity interest with cash effect, whose impact occurs directly on the Equity Variation, with no effect on the Income Statement.



Highlights of the Year



8 Actions Structured by Somar Even:

items collected

people directly affected by the actions

2.300

Volunteers;

Environmental:

Edge certification completed in a project (reduction of R\$ 411k in the interest rate):

28%

Energy Savings 23%

Water Savings

Savings in Energy **Incorporated into Materials**

Property Tax Reduction for Cultural Programs:

R\$ 100k

reversed to care for children in vulnerable situations

Enhanced Safety on Construction Sites:

of accidents when compared to 2023

GHG Neutralization of works delivered and office (52 k tCO2e)

Increase of **64%** in land transfer between works





Report Content

We present our Annual Sustainability Report for the period from January 1 to December 31, 2024, in accordance with the Global Reporting Initiative (GRI) Standards. The report considers the indicators proposed by the Sustainability Accounting Standards Board (SASB) for the Construction Industry, without external verification.

The content of the report was developed by the ESC Executive Committee, with approval from the Audit Committee (the body reporting to the Approval Board) and the Executive Operations Board.

Websites:

www.even.com.br

esg.even.com.br

For more information about Even, visit our Investor Relations website:

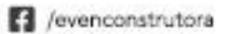
rl.even.com.br

Contact our ESG Committee by email:

comiteesg@even.com.br

Follow us on social networks:









Portugal



Profile

GRI 2-1, 2-6, 2-28

We are one of Brazil's most prominent homebuilders and developers. A pioneer in sustainability, we operate vertically, executing all stages of the development of our projects. We focus on high-end and luxury developments in the West and South regions of the city of São Paulo*.

We seek to transform the way people live, work and interact, designing products for the new world we live in. We are the right choice for innovative projects that reshape lives and city regions.

We ended 2024 with satisfactory results, including the launch of a significant volume in PSV with emblematic projects such as Faena São Paulo, in addition to inventory sales that exceeded our planning.

We observed growth in gross margin and significant cash generation, largely allocated to paying dividends. We sold our equity interest in Melnick to focus our operations in São Paulo, concentrating on high-end and luxury developments. Much more than a property, an Even development is a true conceptual revolution. By designing the best land, combined with high-quality engineering and the search for a complete housing solution, we have evolved the concept of real estate and created an authentic ecosystem delivered within the condominium.

We believe that only with a high-performance team, with a strong culture and engineering, can we operate in the luxury niche.

*Source: Valor Econômico: : https://valor.globo.com/empresas/noticla/2024/11/12/as-maiores-incorporadoras-do-brasil.ghtm

*https://www.rad.cvm.gov.br/ENET/frmDownloadDocumento.aspx?Tela=ext&numProtocolo=266981&descTipo=IPE&CodigoInstituicao=1





Purpose, Vision, and Values



We want to transform the way people live, work and interact.



Together, we will make the most profitable company in Brazil and relevant in the region where we operate.









♥ Values:

We are customer-oriented:

- We are tireless in developing fantastic products for the life of our customers.
- We understand the customer to satisfy them throughout the relationship cycle.

We are disciplined:

- We value simple processes.
- We honor our commitments.
- We work under an ethical, responsible governance model.

We are result-oriented:

- We pursue long-term profitability.
- We fight waste.
- We have an owner's vision.
- We celebrate and recognize our achievements.

We are a high-performance team:

- We seek excellence in everything we do.
- We work collaboratively.
- We are curious and innovate on a daily basis.
- We make decisions autonomously.

We are made of people:

- We value people development.
- We have constructive anger and are eager to learn.
- We recognize people based on meritocracy.
- We motivate with our challenges.
- We work with social responsibility.



Presentation •

Business Model

In our operations, we **adopt a verticalized business model**, so that we can control processes and ensure the quality of the work, the materials used, and the adoption of sustainable and efficient initiatives. Our operations are structured based on an organizational culture focused on innovation, efficient, consistent and financially responsible operational management, and meeting customer demands and the current needs of modern life, attitudes that differentiate us in the Brazilian real estate market.

Our model privileges:

- Operation in Brazil's most relevant market: We are positioned in the most relevant market in Brazil in terms of income and housing demand and have consolidated operations and expertise in this segment.
- Verticalized business model: Integrated activities to manage all stages of the project, from land acquisition to in-house sales force.
- Diversified product base and proven execution capabilities: History of success in various segments (medium, medium-high, high and commercial) and expertise to meet the needs of each segment, with the best cost-benefit ratio.
- Use of sustainable and innovative practices: We can create a solid foundation for long-term operational growth, with a positive impact on product development, image, and brand strength.
- Recognized and committed management, aligned with the management model **based on meritocracy:** A team of experienced and highly professional executives committed to sustainable development and maximizing results.



Commitments

Clari Pinheiros

Integrated Management System:

Our Management System is integrated to ensure compliance with Quality, Environment, and Occupational Safety guidelines. All decision-making involves Operations Management, which discusses process reviews.

Through our **PDTO** (**Technical Construction Performance Program**), we critically analyze and assess all indicators and goals to feed back into new products and processes and recognize the teams with the best performance within the Integrated Management System.

Strategies:

Long-term vision focused on fantastic, high-value products, providing unique experiences and solving customers' everyday needs.

Operation focused on regions where Even has consolidated market expertise, which reduces risks and increases profitability.

Discipline regarding the company's strategic planning, which takes into account macroeconomic cycles. The ongoing pursuit of a balanced capital structure that results in high levels of return (ROE) and cash generation.



Governance Structure

GRI 3-3 Material topic: corporate governance and integrity • GRI 2-23, 2-24, 2-28

As a public company, we have traded our shares on the Brazilian stock exchange (B3) since 2007, under ticker **EVEN3**. Following management practices, our shares are traded on the so-called Novo Mercado, a classification for companies that meet the highest level of corporate governance.

We have a diverse and well-structured shareholder structure that encourages the adoption of best governance practices to ensure efficient business management.

Shareholders	Shares	%
Nova Milano Investimentos	92,582,291	46.29%
Real Investor	19,568,500	9.78%
Melpar Invest	15,230,300	7.62%
Treasury	3,143,749	1.57%
Others	69,478,160	34.73%
Total	200,000,000	100.00%

Base date (12/31/2024) and source of the shareholding base (Traded and Held Securities - ICVM 44 of December/24)

Table referring to 12/31/24. For the composition, click on https://ri.even.com.br/governança-corporativa/composição-acionaria/







Board of Directors:

To better adapt to the highest levels of corporate governance, the Board of Directors approves the review of the Policy for the Appointment, Evaluation and Integration of the Board of Directors, Members of the Advisory Committee and Statutory Board on April 26, 2024.

According to the Policy, the appointment of members of the Board of Directors must ensure that the body consists of members with a diverse profile, an adequate number of independent directors and a size that allows for the creation of committees, effective debate of ideas, and the taking of technical, impartial and well-founded decisions, observing specific and determining criteria set out in the Policy. We should highlight that the election of the members of the Board of Directors is made by the shareholders, in a resolution at the General Meeting in accordance with the Company's Articles of Incorporation and current legislation.

As determined by Even's statutory determination, the Board of Directors may establish committees to assist it in carrying out its activities. The scope, composition and functioning of each committee will be defined by the Board of Directors in the resolution approving its creation for the appointment of candidates for members of the advisory committees, which may be done by any member of the Board of Directors or by the Chairman, in advance of the date of the meeting of the Board of Directors that will appoint the members of the Committee.

The appointment and filling of Executive Board positions must form a group aligned with the Company's ethical principles and values, taking into account diversity, including gender diversity, to fill them with people with complementary skills and qualified to face the Company's challenges. The Policy provides specific and determining criteria for appointment.

The Policy indicates the need for assessment at least once during the annual term of the Board of Directors and its advisory committees, and the Executive Board, in accordance with the Novo Mercado Regulation. This assessment will be focused on value creation, within Even's purpose-driven governance evolution approach.







Board of Directors:

The election of the members of the Board of Directors is made by the shareholders, in a resolution at a General Meeting in accordance with the Articles of Incorporation and current legislation, where the Company's management, when preparing and publishing the Management Proposal, provides all the elements (qualification; criteria for appointment; completion of legal declarations; classification or not as an independent member; among others) allowing a correct evaluation and approval by the shareholders.

Pata Perdizes

Pata Perdizes

The **Board of Directors** is the deliberative body of the Company's management, of a collegiate nature, whose mission is to protect and enhance the Company's assets through ethical and responsible action to optimize in the long term, the return on investment of its shareholders, always acting in accordance with the interests of the Company, its shareholders, and other stakeholders, adding value to the activities carried out by the Company.

The powers are established in the Articles of Incorporation, and the Board of Directors is responsible for examining, discussing and resolving on strategic issues concerning it in accordance with applicable legislation or as specified in the Articles of Incorporation.

The Board of Directors must operate under the following premises: (a) protect and enhance the Company's assets; and (b) define business strategies, considering the impacts of the Company's activities on society and the environment, aiming at the Company's sustainability, long-term value creation, transparency of information, and harmonious coexistence with its stakeholders and other actors in its segment and the market in general.



Board of Directors:

The purpose of the Board of Directors is to establish the general direction of the Company's business, of a collegiate nature, to establish the general direction of the Company's business, as well as to examine, discuss and resolve on strategic issues concerning it. The Board of Directors meets on a regular basis at least 4 times a year, and on an special basis whenever necessary. In these meetings, all economic, environmental, social and human resources issues presented by the Executive Board are examined, discussed and resolved on.

The **Board of Directors** may invite other participants, members of the administration, members of the Committees, as well as any other persons whose participation it deems necessary, to its meetings, for the purpose of providing clarifications of any nature, with the right to vote being denied to them.

Currently, the Company acts preventively against possible impacts, and Management is guided to disseminate this culture. As necessary, the Management and the Board of Directors must to decide on the measures to be adopted.

Furthermore, the Company has a Risk Management and Compliance Department that directly reports to the Executive Board and Audit Committee.

Impacts are reported/updated monthly to the Audit Committee, and this committee has two members (representing the Board of Directors), who, together with the Company's corporate governance area, are responsible for reporting to the Board of Directors.

- **2-12** Function performed by the highest governance body in supervising impact management
- **2-13** Delegation of responsibility for impact management
- **2-18** Performance assessment of the highest governance body

The evaluation procedures will be developed by the Company, aiming at compliance with the Guidelines and Criteria for Appointment and the Procedures for Appointment, and seeking the best choice for the Company's managers.

The Board of Directors' evaluation process is conducted by the Chairman of the Board of Directors, and the use of specialized external advisors is optional.





Composition of the Board of **Directors:**

	Board of Directors								
Name	Gender	nder Executive or non- Independ		Term of office	Number of other duties and commitments, as well as the nature of these commitments				
Rodrigo Geraldi Arruy	Male	Executive	Yes	Until AUG/2027.	Member of the Stakeholder Transaction Committee and Member of the Financial Committee				
Guibson Zaffari	Male	Executive	Yes	Until AUG/2027.	Member of the Audit Committee				
André Ferreira Martins Assumpção	Male	Executive	Yes	Until AUG/2027.	Member of the Stakeholder Transaction Committee and Member of the Audit Committee				
Vinicus Ottone Mastrorosa	Male	Executive	Yes	Until AUG/2027.	Specialist Member of the Finance Committee				
Andréia de Sousa Ramos Vettorazzo	Female	Executive	Yes	Until AUG/2027.	N/A				

AGO: Assembléia Geral Ordiária

Composition of the Board of **Directors' Advisory Committees:**

Audit Committee									
Name	Gender	Executive or non- executive function	Independence	Number of other duties and commitments, as well as the nature of these commitments					
Valdir Renato Coscodai	Male	No	Yes	N/A					
Guibson Zaffari	Male	Yes	Yes	Vice-President of the Board of Directors					
André Ferreira Martins Assumpção	Male	Yes	Yes	Member of the Board of Directors and Member of the Stakeholder Transaction Committee.					





Stakeholder Transaction Committee:

Stakeholder Transaction Committee							
Name	Gender	Executive or non- executive function		Number of other duties and commitments, as well as the nature of these commitments			
Thiago Barbosa Sandim	Male	No	Yes	N/A			
André Ferreira Martins Assumpção	Male	Yes	Yes	Member of the Board of Directors and Member of the Audit Committee.			
Rodrigo Geraldi Arruy	Male	Yes	Yes	President of the Board of Directors and Member of the Financial Committee.			
Marcelo Dzik	Male	Yes	No	Chief Financial and Investor Relations Officer and Member of the Financial Committee			

Financial Committee:

Financial Committee								
Name	Gender	Executive or non- executive function	Independence	Number of other duties and commitments, as well as the nature of these commitments				
Vinicus Ottone Mastrorosa	Male	Yes	Yes	Member of the Board of Directors				
Rodrigo Geraldi Arruy	Male	Yes	Yes	President of the Board of Directors and Member of the Stakeholder Transaction Committee.				
Marcelo Dzik	Male	Yes	Yes	Chief Financial and Investor Relations Officer and Member of the Stakeholder Transaction Committee				

In 2024, we had a restructuring of the Company's Board of Directors, as per the Notice to the Market released by Even on March 25, 2024. At the beginning of 2025, we had the resignation and election of a new member of the body, as per the Notice to the Market released on January 29, 2025.

In addition to the changes made within the scope of the Board of Directors, it decided to make some adaptations to the frameworks of the members that make up the Advisory Committees, as per RCAs held on 3/22/2024, 5/21/2024 and 1/23/2025.





Composition of the Board of Directors' Advisory Committees:



Our Audit Committee's purpose is to assist, instruct, and advise the Board of Directors. Responsibilities include supervising the activities of independent auditors, internal controls, and preparing of the company's financial statements. Furthermore, the Committee also issues recommendations and opinions so that the Board of Directors can supervise the financial area and independent auditors, as well as evaluate the management's practices.



This is a collegiate body that assists, instructs, and advises our Board of Directors. Its objectives are to monitor financial planning with a focus on creating economic value, optimizing the capital structure and cash flow aiming at the financial health and sustainability of the business by measuring and mitigating financial risks. Its mission is to ensure the optimization of our capital structure by supporting decision-making with market insight, benchmarking, and periodic analysis of financial results.



Our Stakeholder Transaction Committee ("CTPR") is responsible for reviewing transactions proposed with stakeholder. It checks whether a given transaction meets the market conditions necessary for the company's Board of Directors to decide on carrying out transactions between Even and its stakeholders.

Non-Statutory Committees

ESG Executive Board

The ESG Executive Board consists of managers from various areas of the company and is responsible for preparing the Annual ESG Report, defining ESG goals and targets, and monitoring actions with the Operations Department. The ESG topic is a fixed agenda at the Audit Committee meeting, with the reporting of developments on the topic. The committee is responsible for disseminating and reviewing the company's ESG Policy, as well as incorporating practices and periodic reports on the topic.

Somar Even Committee

The Committee is responsible for developing and monitoring Corporate Social Responsibility programs, with a focus on Volunteer projects. Independent committee with voluntary presence of employees from various areas of the business and reporting to the Operations Department.



Ethics

GRI 205-1, 205-2

In our operations, we value business ethics and integrity and act in compliance with Brazilian legislation and the market where we operate. We have a Code of Conduct, which guides the positioning of all our employees (permanent and outsourced), so that they act in a transparent, ethical, fair and equal manner.

Bylaws, policies for disclosure to shareholders (including compliance policies), as well as statutes and codes, are submitted for approval by the members of the governance bodies.

The Ethics and Reporting Channel Policy was also implemented, the objective of which is to analyze, monitor and take disciplinary action in the event of non-compliance with our Code of Conduct.

We also carry out several internal actions in order to disseminate and consolidate our Compliance Program. New employees are enrolled in a compliance training tool and have seven days to complete the courses. All new employees must complete training on the Code of Conduct.

We have implemented the Supplier Code of Conduct, available on the Supplier Portal. At the time of system approval or re-evaluation, all partners receive a copy of the document.



Ethics Channel

GRI 2-26

We have an **Ethics Channel** whose platform is provided by the specialized company Be Compliance, which records questions and suggestions about the Code of Conduct and receives reports that violate our Code of Conduct, Internal policies and current legislation. With guaranteed anonymity, the Channel operates 24/7.

The **Risk Management and Compliance** department must analyze each report received, in a fair and impartial manner. All records receive a response, which can be consulted on the Channel itself, using the protocol informed at the time of the report.

Cases of misconduct requiring investigation and application of possible disciplinary action are handled by the Risk Management and Compliance Department and discussed with HR, Legal and the managers of the accused. Cases involving fraud, in turn, are reported and monitored directly by the Audit Committee.



Ethics Week

The Ethics Week is an awareness campaign on Ethics and Integrity. The action, which is part of our institutional calendar, aims to encourage and cultivate good practices in the workplace and in personal life. This year, it took place between 11/04 and 11/08, led by the Risk Management and **Compliance Department, and addressed various** awareness topics through lectures, quizzes, games, gifts, and exchange of knowledge.

We have a special program of lectures on topics related to: Prevention and Fight Against Harassment and Diversity & Inclusion. To provide the best experience across all aspects of our business, we visited 13 construction sites, where employees enjoyed a coffee break while asking questions about our Ethics Channel.





Risks and Compliance

The Risk and Compliance Department is responsible for approving policies with the Board of Directors and ensuring an ethical environment free from irregularities associated with corruption and fraud.

On another front, we maintain the Anti-Money Laundering Program. The tool allows us to identify possible operations that intend to use our products to hide money of illicit origin.





The Composition also has several policies related to the department, including:

- Risk Management Policy.
- Ethics Channel Policy, Non-retaliation and Investigation of Reports.
- Government Relationship Policy.
- Anti-corruption, Anti-money Laundering, and Terrorism Funding Policy.
- Donation and Sponsorship Policy.
- Gifts, Hospitality, and Entertainment Policy.
- Stakeholder Transaction Policy.

3.3.4

Conflicts of Interest

GRI 2-15

We have a conflict of interest portal, capable of identifying conflict of interest situations and informing the Compliance team, so that mitigation measures can be adopted. The portal consists of a conflict of interest registration system, via a form, completed by employees before joining the Company - and renewed annually - and by suppliers during the Due Diligence process, which aims to identify, prevent and mitigate possible conflicts that may impact the Company.





Risk Management

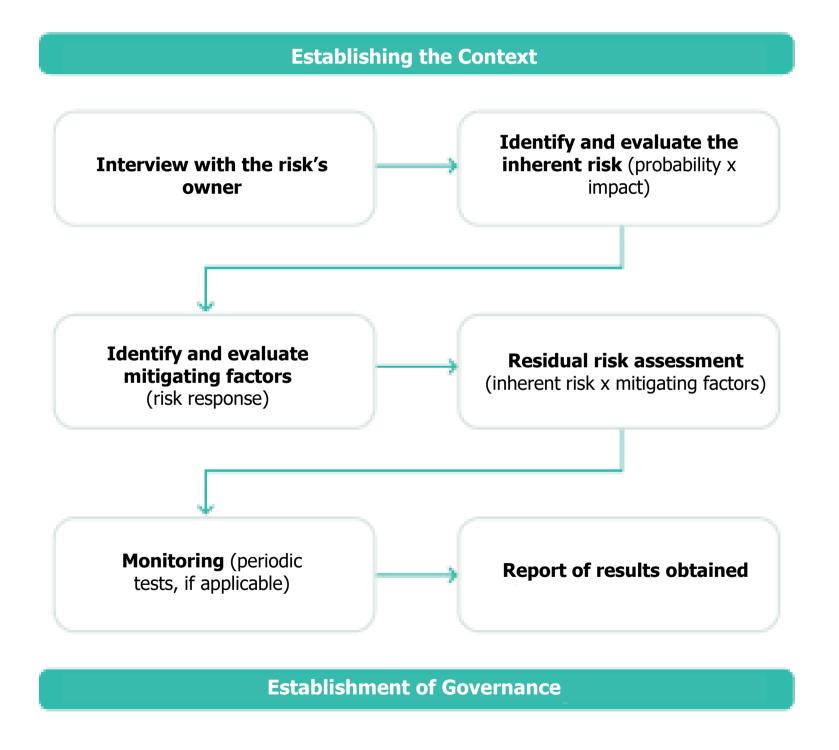
The Risk Management and Compliance department maps the risks that may affect the Company or our sector of activity, in the strategic, operational, regulatory, financial, political, technological and environmental spheres. In 2025, a new stage of updating the Risk Matrix will be carried out to assess process compliance.

Throughout the year, we establish action plans, which involve controls and monitoring procedures, preventing incidents and minimizing impacts.

Our Risk Management Policy covers all processes and all areas, as well as employees. The risk management structure follows the Three Lines Model, from the Institute of Internal Auditors (IIA), namely:

- 1st Line Consisting of managers, who are in charge of managing the risks in their respective areas and must have ownership over them.
- 2nd Line It supports the first line of defense in fulfilling its responsibilities, monitors risks, and provides appropriate knowledge and tools for this process.
- **3rd Line -** Conducts an objective and independent assessment of the Company's risk management, controls and governance. The process is based on international methodologies, such as ISO 31.000:2018, COSO ERM and IIIA.

Risk mapping will follow the following methodology, with new software for management and implementation:





Risk Management

The main ESG risks are presented below.

Pillar	Risk	Description of Risk	Controls/Mitigating Factors
E	Direct Impact of Climate Changes on the Business	Impact of Climate Changes with possible increases in operating costs, for viability of projects and the potential lack of access to capital.	With the incorporation of IFRS S1 and S2, we will define the skills and processes for defining a climate transition plan.
5	Shortage of Labor And Talent Retention	Reduction in skilled labor / low interest in the Construction sector	Projects for industrialization of construction sites and eventual off-site construction.
G	Adherence to a culture of Innovation	The company's openness to a culture of Innovation for investment becomes necessary for the analysis of new technologies and construction systems.	There is a unit in the Operations department with resources dedicated to studies focused on the Product, with full support from the Executive Board for implementation, subject to availability.





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Commitments

4.1.1 Materiality

GRI 3-1, 3-3

No materiality review was carried out for the 2024 fiscal year, which remains in line with Even's ESG impacts. However, in 2025 we will carry out a diagnosis focusing on climate adaptation and mitigation, corroborating the future demands of the new market.



Material Topics	GRI and SASB Disclosure	Impacts	Actions	SDG
Ethics and Integrity	•GRI 3 Management method •GRI 205 Anti-corruption	Non-incorporation of the ESG strategy into the business. Employees' non-adhesion to the ESG Policy. Employees' non-adhesion to the Code of Conduct and Risk and Compliance Policies.	 Review of the Code of Conduct on an ongoing basis. Incorporation of the new system for contracting suppliers. Restructuring of the ESG Committee. Incorporation of ESG Risks in the Corporate Matrix. 	•SDG 12: Sustainable consumption and production
Sustainable construction	•GRI 3 Management method •GRI 301 Materials •GRI 303 Water and effluents •GRI 306 Waste •GRI G4 Construction and real estate sector supplement •SASB IF-HB-410 Land use and ecological impacts •SASB IF-HB-410 Design for resource efficiency	Increased waste generation on construction sites. Leakage or waste of water and energy. Non-compliance with environmental legislation.	 Sustainability audits. Review of cleaning processes and internal organization of works. Maintenance of Reverse Logistics Programs. 	 SDG 8: Decent work and economic growth SDG 11: Sustainable cities and communities SDG 12: Sustainable consumption and production SDG 13: Climate action
Climate Changes	•GRI 3 Management method •GRI 201 Economic performance •GRI 305 Emissions •GRI G4 Construction and real estate sector supplement •SASB IF-HB-420 Adaptations to climate changes	Increased greenhouse gas emissions. Failure to incorporate Climate Change into Corporate Risk.	Use of the CECarbon platform to calculate GHG emissions in scopes I, II and III. Restructuring of the database to automatically calculate carbon emissions in 2025.	• SDG 13 : Climate action



Material Topics	GRI and SASB Disclosure	Impacts	Actions	SDG
Community relations and neighborhood impacts	•GRI 3 Management method •GRI 203 Indirect economic impacts •GRI 413 Local communities	Disruption of community life, increased local traffic and damage to neighboring properties.	 Ação Vizinho Program and a department dedicated to the relationship with Neighbors and Customers. 	•SDG 11: Sustainable cities and communities •SDG 12: Sustainable consumption and production
Occupational health and safety	•GRI 3 Management method •GRI 403 Occupational Health and Safety •SASB IF-HR-320 Workforce Health and Safety	Increase in the number of accidents, non-compliance with the Consolidation of Labor Laws, the Collective Labor Agreement (CCT) or Regulatory Standards.	•Monthly audit, control of 100% of documents through specialized system and implementation of Internal Labor Accident Prevention Weeks (SIPATs) in all construction sites.	•SDG 8: Decent work and economic growth
Employee development	•GRI 3 Management method •GRI 401 Employment •GRI 404 Training and education	Potential increased turnover. Potential increase in labor liabilities. Decrease in employee engagement. Non-adherence to Even Culture.	 Specialized training for each audience. Creation of a specific platform for internal training. Integration Actions for a higher sense of belonging. Segregation of semiannual bonus payment 	-
Customer relationship and satisfaction	GRI 3 Management methodGRI 417 Marketing and labelingGRI 418 Customer privacy	Customer satisfaction	 NPS monitoring across the entire business line. NPS as a non-financial goal with an impact on PPR of 100% of collaborators 	-



ESG Targets

We present the short, medium and long-term goals, with the appropriate update history. We believe that the targets will be adjusted after the definition of action plans with the implementation of IFRS S1 and S2. The table shows the progress of each goal as well as the calibration based on the results and ongoing projects.

Pillar	Final Indicator	Target	Definitions/Remarks	Process for investigation	Short Term (2024-2025)	Ongoing 2024	Medium Term* (2026/2027)	Long Term (2030)
E	Strengthen resilience and adaptability to climate-related risks considering a 1.5°C scenario in 2050. Develop a strategy to reduce GHG emissions by 2030. Maintaining full carbon neutrality at construction sites and the corporate office in São Paulo. Adoption of the TCFD as a Strategic Framework for climate management.	Definition of strategies to reduce GHG emissions associated with the manufacture and transportation of materials used in construction projects. Develop initiatives to reduce GHG emissions in Scopes I, II and III. We will neutralize 100% of the carbon emissions generated in the production process of the delivered works and in the office operations during the same period.	The Carbon Inventory Base - Year 2023 will be considered as a reference for reducing emissions from construction and corporate activities. The neutralization will cover emissions generated directly by the company, as well as indirect emissions (scope I, II and III of the GHG Protocol). One of the official methodologies will be used, namely: REDD+ / VCS / UN MDL.	The inventory calculation will include carbon emissions from all projects delivered during the year and from the office's operations. In addition, a report must be issued certifying that 100% of carbon emissions have been neutralized.	Cut-off Target: Neutralization of 100% of GHG emissions and adoption of the SindusCon-SP tool to calculate emissions. Base Target: Neutralization of 100% of GHG emissions (Base - Year 2022) and adoption of the CeCarbon tool to calculate emissions and define the strategy for reducing GHG emissions by 2030. Updating Governance, Strategy, Metrics and Goals, and Climate Risks and Opportunities and validation with senior management.	Cut-off Target: Achieved. 100% of GHG emissions from works delivered in 2024 were neutralized, and we adopted the SindusCon-SP tool for the Corporate inventory. Base Target: Not achieved. There was no significant progress in the climate governance process based on the TCFD, although the implementation of IFRS S1 and S2 throughout 2025 was approved by the Audit Committee. longo de 2025.	Cut-off Target: Adoption of the TCFD as a Framework integrated into the Sustainability report, updating of the GHG Emissions Reduction Plan. Base Target: Adoption of the TCFD as a Framework integrated into the Sustainability report, updating of the GHG Emissions Reduction Plan. 3% reduction in GHG emissions for the base - year 2023 and neutralization of GHG emissions annually.	Cut-off Target: Adoption of the TCFD as a Framework integrated into the Sustainability report, updating of the GHG Emissions Reduction Plan. 3% reduction in GHG emissions for the base - year 2023 and neutralization of GHG emissions annually. Base Target: Adoption of the TCFD as a Framework integrated into the Sustainability report, updating of the GHG Emissions Reduction Plan. 5% reduction in GHG emissions for the base - year 2023 and neutralization of GHG emissions annually.

^{*}With the requirements of the Novo Mercado, we intend to update our process considering the realization of a diagnosis for the implementation of IFRS S1 and S2 until the 2026 Release (May/27)



ESG Targets

Pillar	Final Indicator	Target	Definitions/Remarks	Process for investigation	Short Term (2024-2025)	Ongoing 2024	Medium Term* (2026/2027)	Long Term (2030)
S	Implementation and Maintenance of the Corporate Volunteering Program through Somar Even and positively transform people's lives.	Ensure the implementation of actions in accordance with the annual Corporate Social Responsibility schedule.	Establish actions in accordance with the Volunteer Policy and act on the following pillars: Education, Sustainability and Solidarity Campaigns and Humanitarian Aid.	Annual monitoring of actions idealized by Somar Even.	Cut-off Target: Ensure the performance of the Volunteer Committee by promoting Somar Even's annual activities and implementing the Programa Educ@r on at least 3 construction sites. Base Target: Ensure the performance of the Volunteer Committee by promoting Somar Even's annual activities and implementing the Programa Educ@r on at least 5 construction sites.	Cut-off Target: Partially achieved, as 8 campaigns/actions structured via Somar Even were carried out; however, due to a change in strategy, we did not carry out the Educ@r campaign in 2024.	Cut-off Target: Ensure the performance of the Volunteer Committee by promoting Somar Even's annual activities and implementing the Programa Educ@r on at least 5 construction sites. Base Target: Ensure the performance of the Volunteer Committee by promoting Somar Even's annual activities and implementing the Programa Educ@r on all construction sites.	Cut-off Target: Ensure the performance of the Volunteer Committee by promoting Somar Even's annual activities and implementing the Programa Educ@r on at least 5 construction sites. Base Target: Ensure the performance of the Volunteer Committee by promoting Somar Even's annual activities and implementing the Programa Educ@r on all construction
S	Implementing a diverse and inclusive environment so that all employees feel respected and proud to work at Even.	Actions to promote Internal Awareness for Diversity and Inclusion, fostering concern and action on the topic.	Carrying out awareness-raising actions on the topic and defining the objectives that will guide the Company's positioning.	Actions carried out and diagnostics.	Cut-off Target: Promote two in-house awareness and engagement actions on the topic. Base Target: Promote two in-house awareness and engagement actions on the topic. Internal diagnosis of the company's performance on the topic, assessing strengths, weaknesses, opportunities, and threats.	Cut-off Target: Partially achieved. Subject addressed via Somar Even in one of the volunteer campaigns with people with disabilities. Base Target: Achieved. Structuring a specific Diversity and Inclusion Policy and disseminating the topic among employees.	Cut-off Target: Definition of action plans based on the internal diagnosis of the company's actions in favor of diversity and inclusion. Base Target: Definition of action plans based on the internal diagnosis of the company's actions in favor of diversity and inclusion Preparation of Diversity and Inclusion Strategy.	Cut-off Target: Presentation of the unfolded results of the Diversity and Inclusion Strategy. Base Target: Presentation of the unfolded results of the Diversity and Inclusion Strategy. Definition of the main indicators and targets on the topic.

^{*}We will reschedule the Programa Som@r Even in 2025.

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ESG Targets

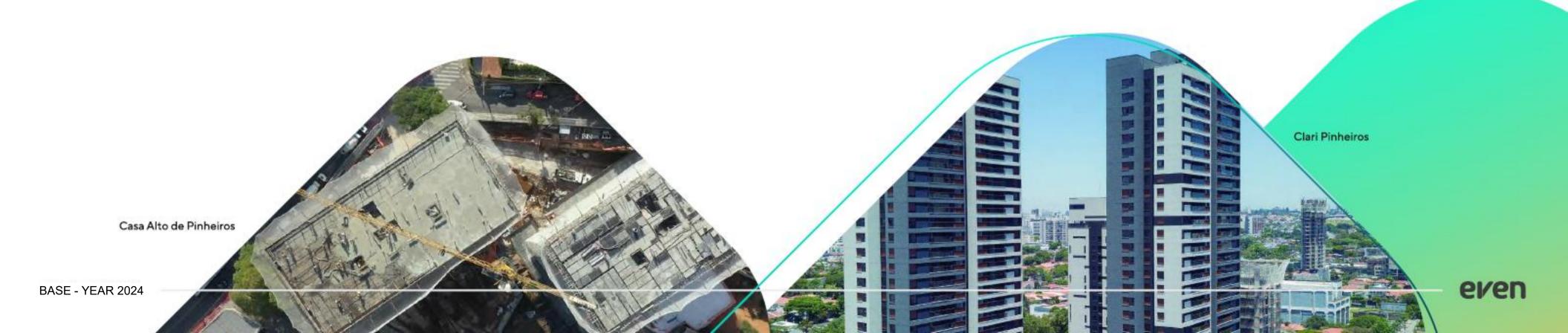
Pillar	Final Indicator	Target	Definitions/Remarks	Process for investigation	Short Term (2024-2025)	Ongoing 2024	Medium Term* (2026/2027)	Long Term (2030)
S	Continuously promote the ESG agenda within the Company. Assessment of the ESG Committee's performance.	Role of the ESG Committee: Carry out campaigns to activate the ESG agenda within the Company so that employees are aware of our strategy in this area and can contribute to our engagement.	Activations should take place annually so that ESG Committee members can disseminate knowledge to all employees, in addition to periodic assessments for continuous improvement.	Definition of ESG engagement actions and evaluation of the ESG Committee.	Cut-off Target: Performance according to schedule and dissemination of internal campaigns. Annual publication of the Sustainability Report. Base Target: Performance according to schedule and dissemination of internal campaigns. Annual publication of the Sustainability Report. Ensure the dissemination of the Sustainability Policy to 100% of employees.	Cut-off Target (achieved): Periodic disclosure of the ESG agenda to employees and strategically at the Leaders' Meeting. A survey is carried out for construction workers on their perception of the topic and its impacts. Base Target: Sustainability Policy has been revised and made available to all employees.	Cut-off Target: Performance according to schedule and dissemination of internal campaigns. Annual publication of the Sustainability Report. Defining and implementing ESG engagement for prioritized stakeholders. Base Target: Performance according to schedule and dissemination of internal campaigns. Annual publication of the Sustainability Report. Ensure the dissemination of the Sustainability Policy to 100% of employees and prioritized Stakeholders. Assessment by the Executive Board and the Board of Directors on the performance of the ESG	Cut-off Target: Performance according to schedule and dissemination of internal campaigns. Annual publication of the Sustainability Report. Defining and implementing ESG engagement for prioritized stakeholders. Base Target: Performance according to schedule and dissemination of internal campaigns. Annual publication of the Sustainability Report. Ensure the dissemination of the Sustainability Policy to 100% of employees and prioritized Stakeholders. Assessment by the Executive Board and the Board of Directors on the performance of the ESG Committee.
G	Adaptation to the new Frameworks for ESG Reporting.	Preparation of the Company to adapt the Sustainability Report considering new market perspectives and the new Sustainability Standards.	Adequacy of Reporting in a manner consistent with the financial statements report and in accordance with new global recommendations.	Definition of the Gap Analysis Study Group to assess the risks and opportunities of changing the format of the Sustainability Report.	Cut-off Target: Definition of the Study Group to analyze the Frameworks and validate the methodology to be used for the Company's ESG Report. Base Target: Definition of the Study Group to analyze the Frameworks and validate the methodology to be used for the Company's ESG Report. Definition of methodology and application in the 2024 Base Year Report.	Cut-off Target: Approval by the Audit Committee and Executive Board to begin work in 2025. Base Target: Target not achieved, the report after diagnosis will be made in 2026.	Cut-off Target: ESG reporting considering prior analysis of Frameworks. Base Target: ESG reporting considering prior analysis of Frameworks and with assurance	Cut-off Target: ESG reporting considering prior analysis of Frameworks. Base Target: ESG reporting considering prior analysis of Frameworks and with assurance



Table of Contents Presentation About Even Corporate Governance Commitments Capital Structure Content Summary Credits



Pillar	Final Indicator	Target	Definitions/Notes	Process for investigation	Short Term (2024-2025)	Ongoing 2024	Medium Term* (2026/2027)	Long Term (2030)
G	Improvement of the ESG Risk Matrix.	Implementation of the ESG Risk Matrix by the Sustainability area and with the support of the Risk Management and Compliance department.	The risk matrix will use the same methodology as Strategic Risks and will be subject to analysis by the Audit Committee.	Validation of the Risk Matrix and incorporation of mitigation processes throughout 2023.	Cut-off Target: Creation of the Matrix and definition of the main risks associated with the business. Base Target: Creation of the Matrix and definition of the main risks associated with the business. Definition of Action Plans with Management and Executive Board.	Cut-off Target: Target achieved. Base Target: Incorporated action plans and climate risk development throughout 2025.	Cut-off Target: Analysis of the effectiveness of the Risk Action Plans indicated in the ESG Matrix. Base Target: Analysis of the effectiveness of the Risk Action Plans indicated in the ESG Matrix. Establishment of ESG Risks in the Company's Strategic Planning.	Cut-off Target: Analysis of the effectiveness of the Risk Action Plans indicated in the ESG Matrix. Base Target: Analysis of the effectiveness of the Risk Action Plans indicated in the ESG Matrix. Establishment of ESG Risks in the Company's Strategic Planning.







5.1.1 Employee's profile

GRI 2-7, 2-8, 405-1, 401-2

We believe that our employees are also responsible for building a long-lasting legacy. This is why we work hard to maintain our Culture even in difficult times of labor shortages and uncertain macroeconomic scenarios.

The year 2024 saw large numbers in the Talent Attraction cell.

The area seeks to establish guidelines and criteria that enable the Recruitment and Selection processes, with the objective of **attracting** talents with capabilities and values aligned with Even's Culture.

It seeks to work on and enhance the Marca Empregadora Even in the job market.

We promote and value diversity within our team, and all our externally open positions are eligible for diverse candidates in accordance with our Diversity Policy (including Race, Gender, Sexual Orientation, PwD, among others).

Employer Brand Indicators:



Our page on LinkedIn

went up by **6.8%**

We reached

Commitments

24,169 new followers totaling 377,204 active followers.



Our Gupy careers page generated a total of **48,998 applications**.

We hired 221 employees through the GUPY Platform, with 68% of these hires being on the Diversity list.

With the **#SuaCarreira** program, we carried out **18 internal movements***, through the Recruitment and Career Development program.

*Indicator does not take into account movements linked to the Futureven Program and the Program for the development of Technical Assistants and Analysts in construction and support areas.





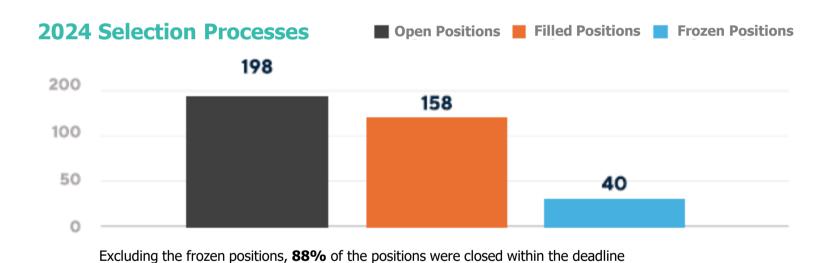
GRI 2-7, 2-8, 405-1, 401-2

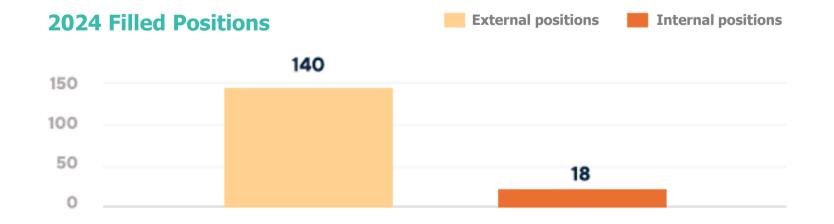
5.1.1 Employee's profile

198 selection processes were conducted, except for construction technical assistants, who have another hiring format as detailed on page 42 - Futureven.

158 positions were filled through internal and external processes and **40 positions** were frozen during the selection process.

Of the **158 positions** filled, **114 employees** remain active, generating a **success rate of 72%.**





Talent Attraction Indicators:

Throughout 2024, we made 65 hires for FUTUREVEN.

Of the 65 Futureven vacancies created in 2024, we currently have 41 employees activated.



Throughout 2024, **18 positions were filled with internal candidates**.

We filled **11%** of our positions with internal talents **EVEN**



GRI 2-7, 2-8, 2-19, 2-20, 2-21, 2-30, 202-1 405-1, 401-2

We closed 2024 with a total headcount of 634 employees, considering the Office and construction, a number slightly lower than 2023.



Note: Even's operations only cover the Southeast region of Brazil (SP and RJ), and all employees work under the Consolidation of Labor Las (CLT). In 2024, we had 8 interns.

In 2024, there were no changes to the variable remuneration model adopted by the company. The payment of bonuses continued to be linked to Profit Sharing, in accordance with current policy.

For 2025, the adoption of semiannual payments is under analysis, to bring greater dynamism to the current model, improve the governance of performance indicators, and strengthen talent attraction and retention strategies.

The definition of remuneration considers a structured combination of salary scale, market research, peer evaluation and analysis by members of governance, in addition to consolidation in our corporate remuneration policy.

We emphasize that 100% of employees are covered by collective bargaining agreements, reinforcing our commitment to transparent dialog and the appreciation of labor relations.

Regarding total annual remuneration, we ended the period with a proportion of 6.62%*.

*Ratio of the highest-paid individual's total annual compensation to the average total annual compensation of all employees (excluding the highest-paid)

We clarify that the company does not use the minimum wage as a basis for calculating remuneration, which is why the GRI 202-1 indicator (ratio between the lowest wage practiced and the local minimum wage with gender discrimination) is not applicable to our current model. Note: Employee data has been reviewed. No directors or employees on leave were counted.



GRI 2-7, 2-8, 2-19, 2-20, 2-21, 2-30, 202-1 405-1, 401-2

The tables compare hiring and dismissals for 2024 and previous years.

New Hirings per Age Group

Ago Group	2022 2023	23	2024			
Age Group	Total	%	Total	%	Total	%
Below age 30	175	63,87%	139	64,65%	142	73,00%
Age 30 to 50	88	32,12%	71	33,02%	72	25,00%
Above age 50	11	4,01%	5	2,33%	7	2,00%
Total	274	100,00%	215	100,00%	221	100%

New Hirings per Gender

Condon	2022		20	23	2024	
Gender	Total	%	Total	%	Total	%
Female	100	36,50%	85	39,53%	90	44,00%
Male	174	63,50%	130	60,47%	131	56,00%
Total	274	100,00%	215	100,00%	221	100%

Dismissed per Age Group

Age Group	20	22	20	23	2024		
Age Group	Total	%	Total	%	Total	%	
Below age 30	154	58,11%	129	54,89%	137	55,02%	
Age 30 to 50	105	39,62%	97	41,28%	103	41,37%	
Above age 50	6	2,26%	9	3,83%	9	3,61%	
Total	265	100,00%	235	100,00%	249	100,00%	

Dismissed per Gender

Gender	2022		20	23*	2024	
Gender	Total	%	Total	%	Total	%
Female	100	37,64%	89	37,87%	108	43,37%
Male	165	62,26%	146	62,13%	141	56,63%
Total	265	100,00%	235	100,00%	249	100,00%

Note: The data considers the database closed in December of each year.

The tables below show the company's monthly **Turnover** average:

Turnover	2022	2023	2024
Total	3,25%	3,05%	3,06%



Occupational health and safety

GRI 3-3 - Material topic - occupational health and safety

GRI 403-4, 403-9, 403-10, SASB IF-HB-320a.1

During 2024, the company maintained its commitment to workplace safety through systematic and rigorous auditing and training practices, as detailed below:

Occupational Safety Audit:

Monthly safety audits to identify and mitigate risks, ensure compliance with regulatory standards, and promote a safe work environment.

Monthly Self-Assessment at Works:

Monthly self-assessments at construction sites, allowing for continuous monitoring of safety conditions and the implementation of corrective measures in a timely manner.

Equipment Release:

Equipment releases follow a double-checking process, especially for the most dangerous equipment, ensuring that it is in perfect working order before use.

Training Hours*:

In total, 60,290.43 hours of training were recorded, focusing on developing skills and raising awareness of the importance of safety in the workplace.



Note: The calculation of training hours is carried out through hours x man worked. 220 hours worked per month are considered standard.

Occupational health and safety



Accident **Indicators**

We ended the year 2024 with a total of 38 accidents, 3 of which resulted in accident leaves of more than 15 days. This represents a **66% decrease** compared to 2023, demonstrating a significant improvement in accident control. Additionally, there was a 26% decrease in days lost due to accidents.

Third-Party Employees

Regarding third-party employees who had first access to the company, a total of 4,407 were identified, which resulted in the analysis of 39,513 documents, ensuring that all were in compliance with legal and security requirements.

Average **Staff**

The average number of employees during the year was 1,289 professionals, among whom they underwent training and periodic audits, to maintain a safe and productive environment.

Employee Accommodation

During the analysis of the employees, it was verified whether there were cases of accommodation. However, in 2024, no employees were found to be in accommodation. When identified, verification processes will be carried out in accordance with current regulations.

Improvement

As an improvement, we introduced new software for the Occupational Safety routine, providing real-time monitoring, traceability, and corrective actions.



Occupational health and safety

This set of actions and results reflects the company's commitment to the safety and well-being of its employees and reaffirms the importance of continuing efforts in 2025 to maintain progress in safety indexes.

We also maintained our **Occupational Safety Contest**, with goals tied to the construction teams' profit sharing. The competition monitors critical health and safety issues such as adequate working conditions, living areas, preventive and corrective maintenance of equipment, as well as repeat offenses and documentation of employees before entering the construction sites.



OHS Indicators



Information for employees — EVEN and THIRD PARTIES	2022	2023	2024
Number of severe work accidents (except deaths)	0	0	1
Rate of severe work accidents (except deaths)*	0	0	0,33
Number of work accidents requiring mandatory reporting	40	57	38
Rate of work accidents requiring mandatory reporting*	6,29	13,29	12,55
Number of deaths resulting from work accidents	0	1	0
Rate of deaths resulting from work accidents**	0	0,30	0
Number of hours worked	6.362.205,00	4.291.406,30	3.029.736,00

^{*}Accident rates are calculated based on the number of accidents multiplied by 1,000,000 divided by the number of employees (annual average) and multiplied by the monthly workload (220 hours worked)

^{**}The index is calculated considering the same accident methodology.





Intellectual Capital

GRI 3-3 - Material Topic: Employee development

GRI 401-1, 404-1, 404-2, 404-3

We understand that investing in training our employees is of the utmost importance. It is a pillar of our Quality Policy and permeates all processes. At a corporate level, we have the following programs associated with training and cultural dissemination:



Program	Goals	Actions 2023	Actions 2024
Construindo Conhecimento*	Lectures about behavioral topics	2	0
Visitando Nosso Negócio	Tour on our stands/construction sites and delivered products	4	4
Young Apprentice	Presentation of areas and processes	2	6
PDL*	Leader Development Program	4	0
Muito Mais que Café	A breakfast with the Senior Management	7	4
Integração 2.0*	Onboarding of new employees with a visit to construction sites	9	2
Futureven	Development of assistants and analysts with technical and operational knowledge	12	17
Conhecendo Nosso Negócio	Lectures on corporate areas open to the general public	11	6
Reunião de Engenharia	Periodic updates on the management system, goals and developments in the Operations department	5	5
Operations	Alignment of Even's culture and dissemination of construction processes for Engineers, Analysts and Assistants.	1	1
Project Workshop	Disseminate practical content on the different design disciplines to engineers	0	4
PDTO	Launch of the Construction Management System target program	1	1
Total	9	58	51

^{*}Actions discontinued in 2024, actions not exclusively focused on knowledge were removed from the list.



Intellectual Capital

The year 2024 was marked by a restructuring of programs focused on culture and development. We ended the period with a total of 3,105 hours dedicated to training.

In return, we managed to reduce the average absenteeism rate from 25% to 13%.

To train employees in a continuous, personalized way and managing development efficiently, in August 2024 we launched the Corporate Learning Platform project with the aim of building a virtual environment to unify learning, making it more accessible and dynamic. We formed a working group with representatives from the following areas – HR, IT, Legal and Quality, we align the criteria for analysis and validation of the partner company.

The expectation is to implement this program in early 2025.



Comparison of Training Hours	20	22	20)23	20)24
per Year	Total Hours	Δ2022/2023	Total Hours	Δ2022/2023	Total Hours	Δ2023/2024
Total Training Hours	5687,3	21%	7504,6	32%	3105,3	-58%*

^{*}A 58% reduction compared to 2023, reflecting the discontinuation of some specific actions.

We also maintained our Quality and ESG training, due to changes in operational processes and the need to equalize knowledge. 18 hours of training were carried out for the Operations area. In addition to our onboarding, specifically on the same topic, we trained 115 employees in bimonthly meetings for 21 hours.

One way to disseminate ESG engagement is to conduct assessments of sustainable procedures for all employees working on construction sites during the internal sustainability audit. On average, we ended the year with an ESG knowledge score of 8.5, considering all audits.

We have a high investment in training and integrations for our construction employees (Even and outsourced). We closed the year with 60,290 hours invested in training, a volume 20% lower than that recorded in 2023. We achieved a percentage of 1.99% of hours dedicated to training, representing a 13% increase compared to the previous year (1.75%), demonstrating consistency in our commitment to development, even in the face of the reduction in the number of employees. The number of training sessions remained high, demonstrating the prioritization of continuous qualification on the construction fronts.







Futureven Program

We are proud to retain talent at Even and support the training of future Engineers and Architects through a robust program, with a dedicated and consistent track for over 15 years. The process is conducted internally, from the selection of topics, direction of technical and behavioral content and monitoring of the training of each professional.

Futureven Program selects and develops students destined for the areas of the Technical Operations Department, thus fostering our career path. After being hired, employees participate in a series of technical and behavioral training sessions to enhance their knowledge throughout the program, concluding the process with an examination board.



Throughout the year, we maintained our Futureven track in line with the needs of the operations department, with a total of:

17 training

O2 examination boards

85%

of approval at Futureven

18employees approved from 21 participants.



Programs



Conhecendo nosso negócio

The program **promotes understanding of the role of each area** in our business framework, in a simple and objective way, making clear their responsibilities and deliverables, in addition to the interface with other areas.



Integração 2.0

The **program is an extension** of Institutional Integration, where new employees visit one of our construction sites to learn more about our business, complementing their organizational integration.



Reunião de Líderes

The **Leaders Meeting** aims to share the company's strategies, updates, changes, and the breakdown of Even's results with leaders.





Gestão de Desempenho

The **Performance Management Program** is Even's main People
Management process. It provides the necessary support for the leader's decision-making, such as: development, movement, retention, recognition, among others.



Young Apprentice

Aimed at Young Apprentices with monthly training on soft and hard skills. The program's objective is to strengthen our career path and promote internal opportunities.



Pesquisa de Engajamento

The **Engagement Survey** aims to assess how employees feel in the company and how this impacts their results.







Programs



Visitando nosso negócio

The *Visitando Nosso Negócio* gives employees the opportunity to learn more about our business model by visiting three different phases of our products: **sales stand, initial construction phase, and final phase.**



Construindo Nossa História

In order to celebrate our employees' seniority, we **pay tribute** according to their period of employment.



Encontro de mestres

The main audiences of the **Encontro de Mestres** are Construction Masters and
Foremen, who meet to keep themselves
up to date on the company's results and to
obtain technical knowledge.



Muito Mais que Café

This event brings together Even's Executive Board employees through breakfast meetings, where participants have the opportunity to talk and get to know each other.







Commitments



Financial Capital

In 2024 we consolidated our profile for high-end, very high-end, and high-luxury segments. We ended the year with R\$ 1.9 billion in launches, net revenue of R\$ 2.2 billion and net income of R\$ 194 million, consolidating it as one of the company's best years.

We closed the year with inventories of R\$2.8 billion, mostly in the midrange to luxury segments, with well-located and highly liquid products. Our inventory is quite young, the completed inventory corresponds to only 8% of the total volume, and approximately 70% of the under construction inventory will be delivered in 2027 onwards.

Our Landbank is divided into 20 projects or phases, totaling a PSV of R\$ 3.8 billion, located essentially in upper-class neighborhoods of São Paulo.

Regarding our cash position, we highlight the R\$230 million in dividends paid in 2024. We ended the year with R\$ 765 million in cash and a robust capital structure, with net debt representing only 20% of the Company's equity.



Direct economic value generated and distributed	Unit	2022	2023	2024
Direct economic value (revenue)	R\$ thousand	2.372.245	3.048.119	2.539.458
Distributed economic value	R\$ thousand	426.291	663.675	428.338
Operating costs	R\$ thousand	-2.103.893)	-2.573.689	-2.133.518
Employee wages and benefits	R\$ thousand	-74,191	-110.722	-99.715
Payments to capital providers	R\$ thousand	-43.564	-64.330	-52.979
Payments to the government	R\$ thousand	-110.504	-147.329	-104,055
Retained economic value	R\$ thousand	167.032	241.295	-7.948
Income statement	Unit	2022	2023	2024
Net operating revenue	R\$ thousand	2.317.936	2.793.650	2.157.292
Net income	R\$ thousand	522.485	646.600	577.710
Gross margin ex-interest (adjusted)	%	24,50%	24,10%	30,9%
Net income for the period	R\$ thousand	104.384	215.997	42.108
Net margin before minority interest	%	8,5%	11,5%	6,1%
Balance sheet	Unit	2022	2023	2024
Total assets	R\$ thousand	6.698.124	7,298,629	5.178.914
Equity	R\$ thousand	2.727.424	2.879.913	2.069.012
Return on equity (last 12 months)				
tems	Unit	2022	2023	2024
ROE LTM	%	7,9%	11,2%	4,7% *
Capital Structure				
tems	Unit	2022	2023	2024
Leverage (net debt / equity)	%	-7,2%	13,7%	19,9%
Even ex-Melnick	Unit	2022	2023	2024
Net Income	R\$ thousand	66.067	173.719	193.974 *
Equity	R\$ thousand	1,432,211	1555 200	2.049.012

Even ex-Melnick	Unit	2022	2023	2024
Net Income	R\$ thousand	66.067	173.719	193.974 *
Equity	R\$ thousand	1.432.211	1.555.209	2.069.012
ROE LTM	%	4,9%	12,4%	11,8% *

^{*}Considers the result of the sale of equity interest, reflected in the Equity variation, with no effect on the Income Statement.



Manufactured Capital

In 2024, we will focus our work on high-end and luxury projects, fully aligned with our strategic positioning and consolidating our partnership with RFM. We ended the year with R\$ 3.6 billion in launches, a 52% growth compared to the previous year, of which R\$ 1.9 billion (% Even). Throughout the year, we launched Faena São Paulo and Arizona 1002, as well as Edifício Jardim and Franca 1055, developed in partnership with RFM.

In total, we delivered 2,131 units, corresponding to R\$ 1.6 million (PSV % Even), segregated into 9 projects located in São Paulo.

By the end of 2024, our landbank totaled 20 plots of land, with a total PSV of R\$ 5.3 million, of which R\$ 3.8 million corresponded to the Even %, with emphasis on the mid-range, mid-high-end, high-end, and luxury typologies, accounting for 94% of the landbank.



Table 5.4 – Manufactured Capital

Items	Unit	2022	2023	2024
Projects Launched	Unit	16	8	7
Units Launched	Unit	3.225	2.222	662
PSV of Units Launched (Even)	R\$ thousand	1.104.149	2.252.060	2.088.861
PSV of Units Sold (Even)	R\$ thousand	1.304.872	1.785.545	1.528.514
Units Sold	Unit	3.169	3.182	1.460
PSV of Units in Inventory (Even)	R\$ thousand	2.497.036	2.719.140	2.834.960
PSV of Completed Units in Inventory (Even)	R\$ thousand	417.254	338.202	240.543
Units in Inventory	Unit	5,006	4.295	1,581
Finished Units with Inventory	Unit	1.629	1.590	437
Projects with Inventory	Unit	125	129	45
Finished Projects with Inventory	Unit	78	75	27
Landbank PSV (Even)	R\$ thousand	6.668.919	6.649.974	3.816.186
São Paulo	R\$ thousand	4.683.187	4.690.197	3.526.946
Rio de Janeiro	R\$ thousand	289.240	289.240	289.240
Rio Grande do Sul	R\$ thousand	1.696.491	1.490.537	
Active construction sites	Unit	36	31	11
São Paulo	Unit	15	14	n
Rio de Janeiro	Unit	721	\$	2
Rio Grande do Sul	Unit	20	17	

Monumento 2nd Phase

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Product Perenniality Indicators

To ensure the incorporation of the best construction techniques and compliance with operational, regulatory, and legal requirements, we conduct periodic quality assessments on our projects, which include variable compensation indicators for the teams assigned to the construction sites.

We also act preventively throughout the execution of works through visits carried out by the Technical Assistance team, in order to provide feedback to the operations cell and ensure compliance with processes and projects.

We closed the year with our business sustainability indicator 5 p.p. below the base target, in which case the lower, the better. Therefore, we can confirm that we are on the right path towards better technical performance of post-construction projects.





Social and Relationship Capital

GRI 2-7, 2-8, 405-1, 401-2

5.5.1 Customer Satisfaction

Over the past year, we've maintained our commitment to customer satisfaction, using monitoring tools like the Net Promoter Score (NPS) to track their experience throughout their journey with the company. Since implementing monitoring, we have constantly sought to improve our services and products, promoting relevant advances in different service, relationship, and final delivery channels.

We have a team dedicated exclusively to monitoring the satisfaction of customers, prospects, and neighbors, reinforcing our focus on listening to various stakeholders. This department is constantly evolving, with practices that seek to not only meet but exceed consumer expectations.

Among the initiatives, digital adoption strategies stand out, promoting a more agile and intuitive experience for the customer, while increasing operational efficiency and, in a connected world, also the company's competitiveness. By facilitating access and interaction, this approach strengthens relationships with the public.

The continued use of NPS as a strategic tool provides valuable insights into consumer perceptions, allowing you to identify strengths and opportunities for improvement. This active listening guides adjustments to processes and products, as well as proactive actions to strengthen relationships and trust with our customers.

NPS is also integrated into the company's non-financial objectives, encouraging the entire company to be involved in the pursuit of excellence in service and results. Customer satisfaction is a fundamental part of our culture and guides initiatives that aim to build solid and long-lasting bonds.

Additionally, we maintain specialized expertise in the management and implementation of condominiums, ensuring support and a close relationship with clients and building managers throughout the entire lifespan of the projects.

All practices adopted strictly follow applicable standards and conventions, promoting transparency, predictability and security for all involved.



5.5

Social and Relationship Capital

GRI 2-7, 2-8, 405-1, 401-2

5.5.1 Customer Satisfaction

The purpose of the Management and Implementation of Condominiums is to ensure a harmonious relationship among customers, building managers, and unit owners throughout the entire lifespan of the projects. We operate in a structured manner and in line with industry best practices, as highlighted below:

Implementation and Structuring

We work to ensure the efficient implementation of condominiums, in compliance with the Civil Code and condominium agreements, ensuring solid legal, administrative and operational foundations from the outset of the projects.

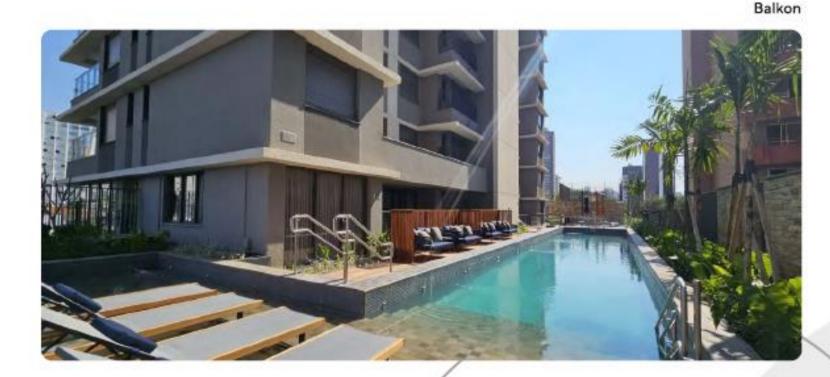
Transparent Management and Communication

We maintain clear communication between building managers, condominium owners, and the property management company, promoting harmonious coexistence and shared decision-making.

ESG Actions in the Condominiums

We implement environmental, social, and governance practices in condominiums, with initiatives such waste sorting and document digitization, encouraging sustainability and collective well-being.

These initiatives reflect a commitment to operational excellence, the appreciation of projects and the satisfaction of all stakeholders.









Relationship with Surrounding Communities

GRI 203-1, 203-2, 413-1, 413-2

GRI 3-3 Material Topic: Community Relations and Neighborhood Impacts

In 2024, we maintained our Ação Vizinho Program, which consists of implementing assertive communication with the surroundings of our projects. We keep everyone informed about the phases of greatest impact on the neighborhood, such as the possible increase in traffic due to road closures, promoting a more harmonious relationship.

In the Ação Vizinho Program, we provide bays for waste sorting at our fence, reinforcing our commitment to sustainability. This free service is offered to passersby, and Even is responsible for the proper disposal of materials, which, through recycling and reuse, generate income for scrap companies.

The considerable reduction in 2024 was a recurring factor in waste sorting carried out by the city government in condominiums close to Even developments. Total collected in 2024 (973 kg versus 5,945 kg in 2023).

We maintain our cleaning procedures for the construction site area, as verified in sustainability audits, to ensure the conservation of sidewalks, streets, storm drains and sewers. In this way, we ensure that the works maintain the surrounding environment in good condition and contribute to the preservation of urban infrastructure and the well-being of the community.

We provide an ombudsman area accessible to all neighbors, allowing us to receive calls efficiently. Each request is filtered and directed to the respective department, ensuring agile and assertive service. The first contact is made by the construction engineer, who carries out the initial mediation and forwards the request to the relationship team.

We also monitor any complaints via the Reclame Aqui channel, with specific assistance from the Customer Service, and we seek to carry out the necessary procedures in a timely manner until we resolve on all problems identified.





Relationship with Surrounding Communities

Our compliance with community requirements over the years, along with infrastructure spending and service support, are outlined in the table below:

	Item	2022	2023	2024+
	TCA execution	R\$ 525.359,55	R\$ 288.301,12	R\$ 716.740,18
TCA	Tree Management Advisory	R\$ 471.526,00	R\$ 118.500,00	R\$ 542.500,00
Enforcement	RIV	R\$ 66.276,28	R\$ 0,00	R\$ 441.661,48
Subt	otal	R\$ 1.063.161,83	R\$ 406.801,12	R\$ 1.700.901,66
	SMT Technical Advisory	R\$ 6.034,60	R\$ 37.913,10	R\$ 59.352,11
SMT/CET	SMT (PHASE 2) Dev. Proj. Execution	R\$ 0,00	R\$ 0,00	R\$ 0,00
Enforcement	SMT Execution of Mitigating Measures	R\$ 0,00	R\$ 820.000,00	R\$ 8.388.566,52
Sub	total	R\$ 6.034,60	R\$ 857.913,10	R\$ 8.447.918,63
	Advisory	R\$ 9.591,00	R\$ 0,00	R\$ 0,00
Compliance with	Environmental Others	R\$ 1.833.431,02	R\$ 1.102.801,70	R\$ 741.299,28
DECONT/ CETESB	Soil Characterization	R\$ 0,00	R\$ 0,00	R\$ 0,00
5-1	Confirmation Report	R\$ 0,00	R\$ 0,00	R\$ 0,00
Sub	total	R\$ 2.912.218,45	R\$ 2.367.515,92	R\$ 10.890.119,57
Total	Total	R\$ 6.034,60	R\$ 857.913,10	R\$ 8.447.918,63

TCA – Conduct Adjustment Commitment Term

SMT/CET – Municipal Department of Transportation / Traffic Engineering Company
DECONT/CETESB – Environmental Pollution Control Department of CETESB

The amounts spent are aimed at complying with environmental legislation in 100% of processes.

In 2024, we enhanced our internal sustainability audit process by implementing a new tool, using a digital system that streamlines construction inspections and optimizes monitoring of ESG requirements at Even. To ensure the effectiveness of the new tool, we conducted comprehensive training with the entire team, facilitating the visualization of notes and the analysis of construction action plans. We also monitor water, energy, waste, and soil consumption using specific indicators that compare with budget estimates, allowing us to provide feedback to the operations department and achieve better rates by reducing waste.

Furthermore, the audit continues to implement the scores, which are directly linked to the variable remuneration of the works through the Technical Performance Program of the Works, strengthening our commitment to excellence and sustainability.



*Sustainability Audits are audits carried out by the Quality department (internal) with the aim of ensuring compliance with environmental routines.

^{*}Increase in values due to compliance with mitigating measures for new developments, considering the improvement of local urban infrastructure.

Social Projects



The year 2024 was marked by a very active social agenda within the organization.

Eight structured campaigns/actions were carried out, of which it is worth highlighting:

M Donation Campaigns

Donation Campaigns: 600 pieces of clothing and toys for the Associação Espaço Curumim (Quantity 3 times greater than in 2023). **Emergency campaign for flood victims in Rio Grande do Sul** (more than 1,200 liters of water, 850 hygiene items and 500 kg of food).



Juntos pela Inclusão

Volunteer program in which **40 employees** were trained to work with young people and adults with intellectual disabilities.



Mentorship:

The program opened in late August and ended in November, with the participation of 18 mentors, who had the opportunity to meet and guide the young mentees, through remote meetings, advising and helping the young people to put their life project into practice, contributing to the expansion of repertoire, maturity and future projection. At the end of the program, a young man was hired as an apprentice at Even.





Dia Das Crianças Party:

For the first time at Somar Even, we organized a big party for more than 80 refugee children assisted by Cemir (Center for Immigrant and Refugee Women).

The event had the participation of 30 volunteers and included lots of food, games and recreation for the children, as well as activities for mothers and companions, such as a quick massage and a makeup workshop.









Social Projects

Even, with the aim of encouraging projects that make an impact to society through culture and art, is a sponsor of the PLAY! Game Arte Urbana Project – an initiative of the Municipal Program to Support Cultural Projects (PROMAC), which encourages social and artistic actions through tax exemptions.

Held in partnership with the NGOs "Casa da Amizade" and "Liga Solidária," the PLAY! ! Game Arte Urbana Project offers free workshops for children and adolescents in vulnerability.

The first phase of the program lasted one month and impacted around 3,000 children, who had the opportunity to develop a digital game called Findscape, focused on exploring relevant topics in the school environment such as racism, bullying, sustainability, and the decriminalization of hip-hop.

During the meetings, students produced everything from the story to the game's narrative, which were transformed into an exhibition open to the public.





Also in 2024, we completed another stage of the Programa Educ@r, with the graduation of 30 construction workers who participated in the 2022 and 2023 module on IT.

5.5.3 Main Results Social Projects



Total of 8 actions and campaigns made



Collection of over **2,700 items**



Over
220 people
directly affected



Over
110 employees
volunteers



R\$ 100,000.00 reverted to Cultural Project via **PROMAC**







Natural Capital

GRI 3-3 - Material Topic: Sustainable Construction | GRI G4-CRE8 SASB

IF-HB-410a.3, IF-HB-410b.1, IF-HB-160a.3

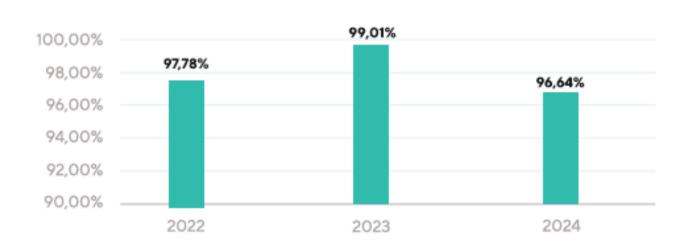
GRI 308-1, 414-1, 414-2

5.6.1 Waste, Soil, and Reverse Logistics Management

GRI 301-1, 301-2, 301-3, 306-3

In 2024, we maintained good rates of waste reuse in construction sites, closing the year with approximately 97% of waste reused.

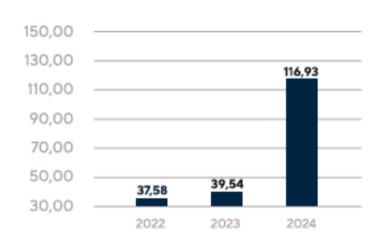
% Waste Reused



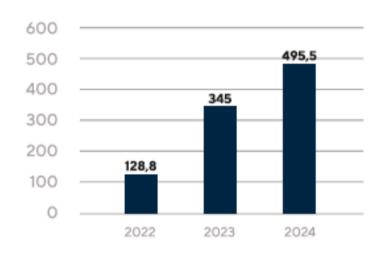
The small reduction is due to the large number of works in the delivery stage, with greater difficulty in segregating materials.

In return, we had a 3-fold increase in revenue from the Scrap Metal Reverse Logistics program, compared to fiscal year 2023, and we also increased the collection of paint cans.

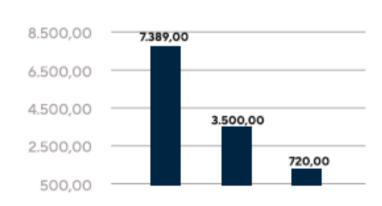
Scrap Metal Recycling (tons)



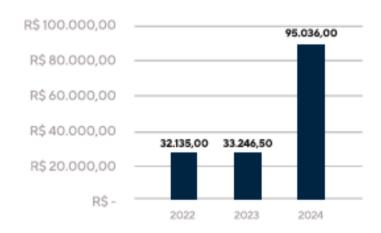
Paint Can Recycling (Kg)



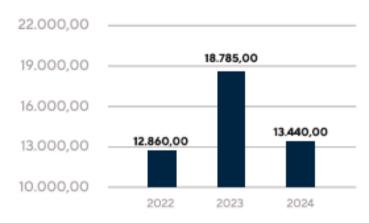
Recycling of Ceramic Packaging (kg)



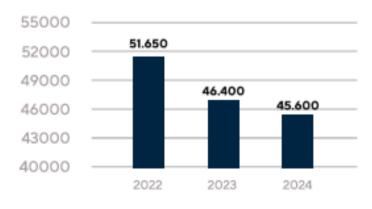
Revenue from the Sale of Metal Scrap (R\$)



Recycling Mortar Packaging (kg)



Recycling of Concrete Block Remains (kg)







Natural Capital

GRI 3-3 - Material Topic: Sustainable Construction | GRI G4-CRE8 SASB

IF-HB-410a.3, IF-HB-410b.1, IF-HB-160a.3

GRI 308-1, 414-1, 414-2

Model Case • Projeto Faena

The Projeto Faena consists of two residential towers, a horizontal residential complex and a hotel with a convention center. The area around the land is predominantly residential, but has been undergoing transformations, with increased verticalization and expansion of activities focused on services and commerce. Considering that the project is classified as a Neighborhood Impact Generating Project (EGIV), the Neighborhood Impact Report (RIV) covered a series of studies to assess the possible impacts generated by the work and the project and its surroundings, and considered the following.



- Implementation of controlled construction techniques to reduce vibrations and ground movements.
- Application of acoustic insulation in the most sensitive areas
- Installation of continuous monitoring systems for vibrations and ground displacements during all phases of construction.
- Active communication with the owners of neighboring buildings.
- Preparation of a photographic report to monitor pathologies in neighboring properties during the construction period.



- Maintenance of vehicles and equipment
- Correct street slope
- Maintenance of drainage systems.
- Proper disposal of materials and adoption of sustainable engineering practices



- Internal transplant of 11 tree specimens.
- Planting of 55 seedlings (internal) with a DBH of 5.0 cm.
- Planting of 29 seedlings on the sidewalk, with a DBH of 5.0 cm.
- Conversion of 296 seedlings, with a DBH of 3.0 cm, collected by FEMA (São Paulo Special Environmental Fund).
- · Implementation of Green Sidewalk.



- Wetting of exposed soil and dump trucks.
- Side protection of buildings with tarpaulins.
- Covering trucks during the transportation of materials.
- Washing truck tires before leaving the construction site.





Natural Capital



- · Implementation of sedimentation basins.
- · Wastewater control.
- Employee training to ensure the minimization or even elimination of impacts on the surrounding storm drainage system.



- · Sustainability Audits.
- Ação Vizinho Program: recycling and communication.
- Reverse Logistics Program: Waste re-use.
- Soil re-use between construction sites.
- Targets for reducing water consumption: usage policies and control equipment.
- Targets for reducing energy consumption: usage policies and low-consumption equipment.
- GHG Emissions Inventory and potential neutralization.
- · Use of LED lamp on the construction site and later on the product.
- · Wheel Washer, Boot Washer and Brush Washer with water reuse.
- · Use of reusable modular fences between works.
- All forms of reforested wood, purchased from companies that meet environmental responsibility requirements.
- Use of reusable plastic forms between works in the structure of peripheral slabs.
- Analysis of Environmental Licenses for extraction of materials.



- Choice of premises for best user comfort.
- Computer simulations.
- Thermal, acoustic and light performance specifications.
- Compliance with all regulatory and legal requirements.
- · Warranty on materials from approved suppliers.

These measures aim to ensure the sustainability of the project, minimizing environmental impacts and promoting harmonious integration with the community and surrounding area.





Supply Chain

We monitor our extensive supply chain through scope segregation:

Materials (cell responsible for contracting suppliers, manufacturers and/or distributors of materials for construction projects). Services (cell responsible for contracting suppliers that incorporate products in the execution of services and have specialized labor). Corporate (cell responsible for contracting corporate services, consultancies, events and other service providers). The approval process is very thorough and involves the Risk and Compliance, Procurement, Engineering and Management departments, which work together to combat any type of irregularity.

In 2024, 155 new supplier registrations or re-registrations occurred, and 5 suppliers were discontinued.

We face a difficult challenge in maintaining good and long-lasting partnerships even in a scenario of large price fluctuations.

The process of evaluating material suppliers is carried out upon receipt by the construction team. We closed the year with more than 8,965 responses and an average satisfaction rating of 9.49. For the evaluation of services, the process is carried out via financial measurement, with 5,534 evaluations carried out during the year and the criteria with respective scores: cleanliness -8.89; planning -8.66; quality -8.89 - safety -9.00.

Regarding **ESG assessments**, 6 visits were carried out to final waste and soil destinations, of which only one site was not approved due to non-compliance with environmental guidelines. Regarding the value chain, labor suppliers that have accommodation were not approved, so visits with this need were not necessary.

The table below details material consumption in weight over the last three years:

Total consumption (ton)

Family	2022	2023	2024
STEEL	7.073,41	6.134,49	9.500,55
CONCRETE BLOCK	25.930,03	20.988,54	28.787,27
CERAMICS	1.582,88	3.773,43	1.851,69
CEMENT	3.209,33	5.093,96	4.255,68
BASIC MORTARS	17.000,42	22.250,14	20.535,25
BONDING MORTARS	2.093,22	2.853,67	2.119,55
AGGREGATES	33,92	43,68	53,23
GLASS	803,91	1.297,65	518,71
SANITARYWARE	160	161	121
HARDWARE	9	23	19
ACOUSTIC SHEET	54,10	56	104





Energy and Water

GRI G4-CRE1 302-1, 302-3, 302-4, 302-5

Energy and water consumption indicators are monitored monthly by the Quality and Sustainability area, which analyzes consumption curves in comparison with the project's feasibility analysis forecast and the physical progress of the works.

Both indicators comprise ESG results of our Technical Construction Performance Program, linking the results to the payment of the Profit Sharing.

In 2024, 88% of the works met the company's expectations for the energy consumption curve, while 71% met them for water consumption.

Construction Site Consumption	2022	2023	2024
Water consumption (utility, m³)	25.894,00	27.553,85	25.747,25
Water consumption (water truck, m³)	52.842,83	51.474,29	76.757,16
Total Consumption	78.736,83	79.028,14	102.504,41

Commitments

Construction Site Consumption	2022	2023	2024
Energy consumption (works, KWh)	1.141.154,60	1.415.825,65	1.460.671,48
Energy consumption (head office, KWh)	328.306,00	346,755,00	343.062,33
Total consumption (KWh)	1.469.460,60	1.762,580,65	1.803.733,81

Water	2022	2023	2024
m³/m² built	0,54	0,66	0,45

Energy	2022	2023	2024
KWh/m² built	10,28	11,88	6,38

^{*}Note: the variation is linked to the lack of reading by the utility companies / billing carried out by the average.







Biodiversity and Soil Use

G4-CRE5

We are concerned with ensuring proper environmental analysis of all land to be acquired. A historical survey is carried out to assess previous use and possible contamination in water and soil. There is a specific department that carries out all approvals with the competent bodies and seeks to comply with all necessary guidelines and measures in order to approve any intervention plans.

The results depend mainly on: 1- the company's launch and construction schedules (there are tasks such as removing impacted soil that, on certain occasions, for logistical reasons, can only be carried out in the initial stage of the works); 2- the level of contamination existing on a given plot of land; 3- the level of complexity in applying decontamination solutions; and 4- the agenda of demands of the environmental regulatory authority (in SP, Cetesb).

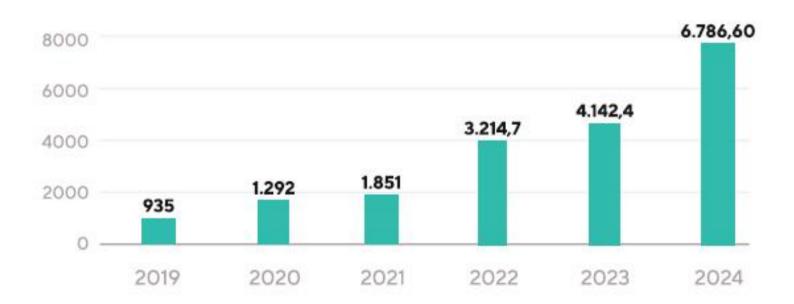
The table below shows the evaluation of our land:

Area (m²)	2022	2023	2024
Total area of land decontaminated and remediated for use	15.964	4.139,62	5.192,83
Total area of land assessed for remediation but not yet remediated	24.260	52.475,26	47.282,43
Total (m ²)	40.224	56.614,88	52.475,26

A practice that has existed within the company since 2019 and which ensures maximization of logistics in the earthmoving process is associated with soil transportation between construction sites.

In 2024, we saw a 64% increase in the indicator of soil transportation between construction sites. The result was 6,786.60 m³ while in 2023 it was 4,142.40 m³.

11 of the 15 ongoing projects carried out this process in order to reduce GHG emissions from truck movements. The graph below shows the indicator monitoring since the beginning of the program:







5.6.5.1 Greenhouse Gas (GHG) Emissions

G4-CRE5

GRI 3-3 - Material topic: Atmospheric emissions and GHG

GRI G4-CRE3, 201-2, 305-1, 305-2, 305-3, 305-4, 305-5, SASB IF-HB-420a.2

One of our main challenges in the climate agenda is ensuring data accuracy throughout the value chain, due to the large number of material suppliers with their own particularities, and standardizing concepts and, consequently, emission factors for each input used.

Thus, after a decade of participating in the meetings of the Inventory Methodological Guide for the Civil Construction Sector, we officially adopted the tool developed by SindusCon-SP in 2023, to make our inventories more accurate and aligned with best market practices. This process is carried out for emissions from Scope III, which represent more than 98% of Even's total emissions. For other emissions i.e. Scope I – Direct Emissions and Scope II – Indirect emissions from the purchase of electricity, we continue to use the GHG Protocol.

5.6.5.2 Climate Strategies

The most significant emissions are concentrated in Scope III, meaning we depend on changes in the value chain in the manufacturing and transportation of materials to ensure a significant reduction in our Carbon Inventory. In this way, we maintain the process of neutralizing 100% of GHG emissions in Scope I, II and III.

Renewable energy credit purchase certificates are as follows:

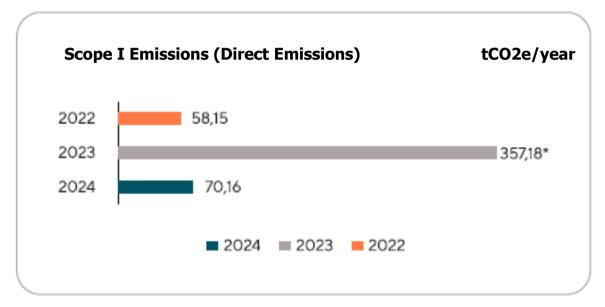
Development	Quantity (tCO2e)	UN Certified
Construction 1	8.305,24	Link
Construction 2	6.169,37	Link
Construction 3	9.169,59	Link
Construction 4	5.217,53	Link
Construction 5	9.747,7	Link
Construction 6	12.371,59	Link
Office	1.000	Link
Total	51.981,02	, - -

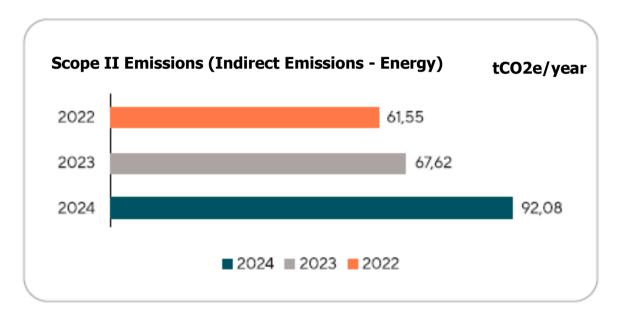




Greenhouse Gas Emissions (GHG) Inventory

We perform calculations for scopes I, II and III, in accordance with the GHG Protocol and SindusCon-SP methodology.

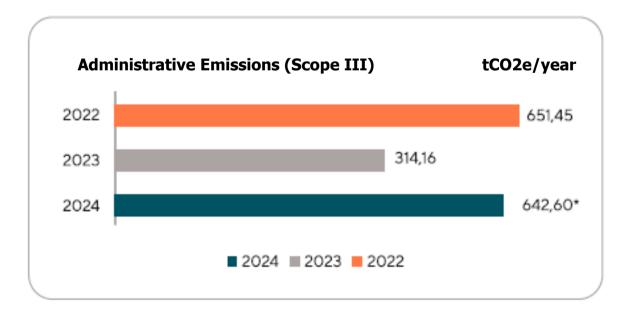


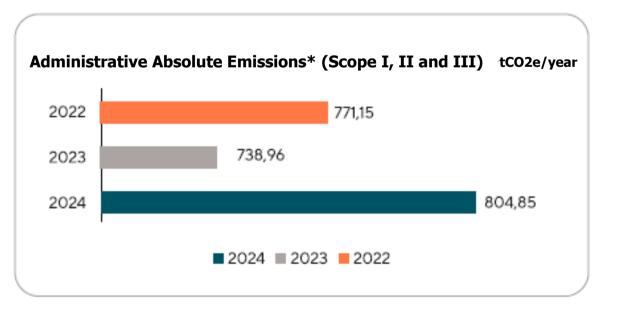


Absolute Works Emissions (Scope I, II and III) =

60.739,88 tCO2e







Administrative Absolute Emissions (Scope I, II and III)

804,85 tCO2e

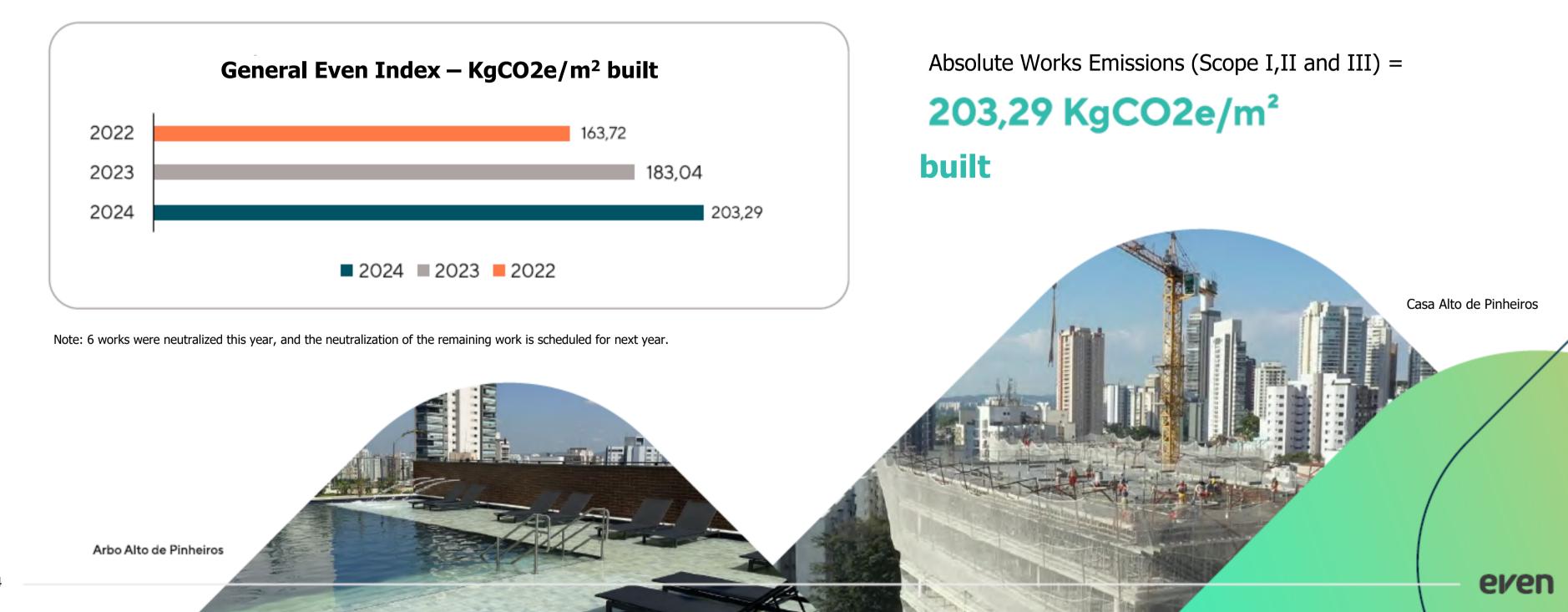


^{*}Variation due to the greater amount of waste generated in 2024.

Greenhouse Gas Emissions (GHG) Inventory

For the year 2024, we consider the completion of the replacement of the methodology for calculating Scope III of works via the SindusCon-SP tool. In the new calculation, we consider the inventory of the 7 works delivered in 2024, totaling 60,739.88 with an index of 203.29 KgCO2e/m² built.

The major challenge in the Climate Agenda over the coming years is associated with the review of ESG Risks linked to the company's Strategic Planning, with the inclusion of IFRS S1 and S2 as ESG targets, in order to incorporate financial sustainability indicators into the income statement.





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SAFETY

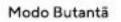
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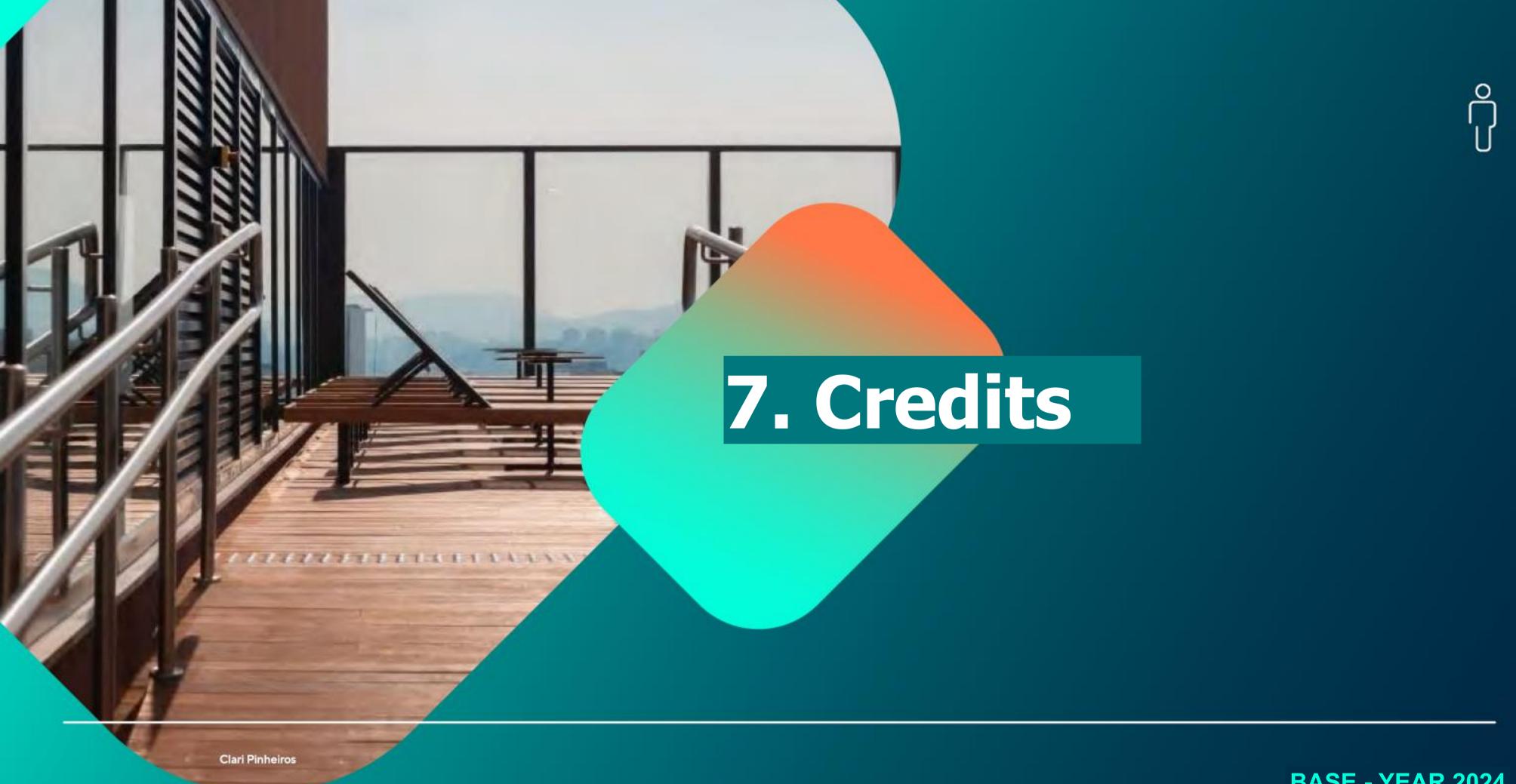
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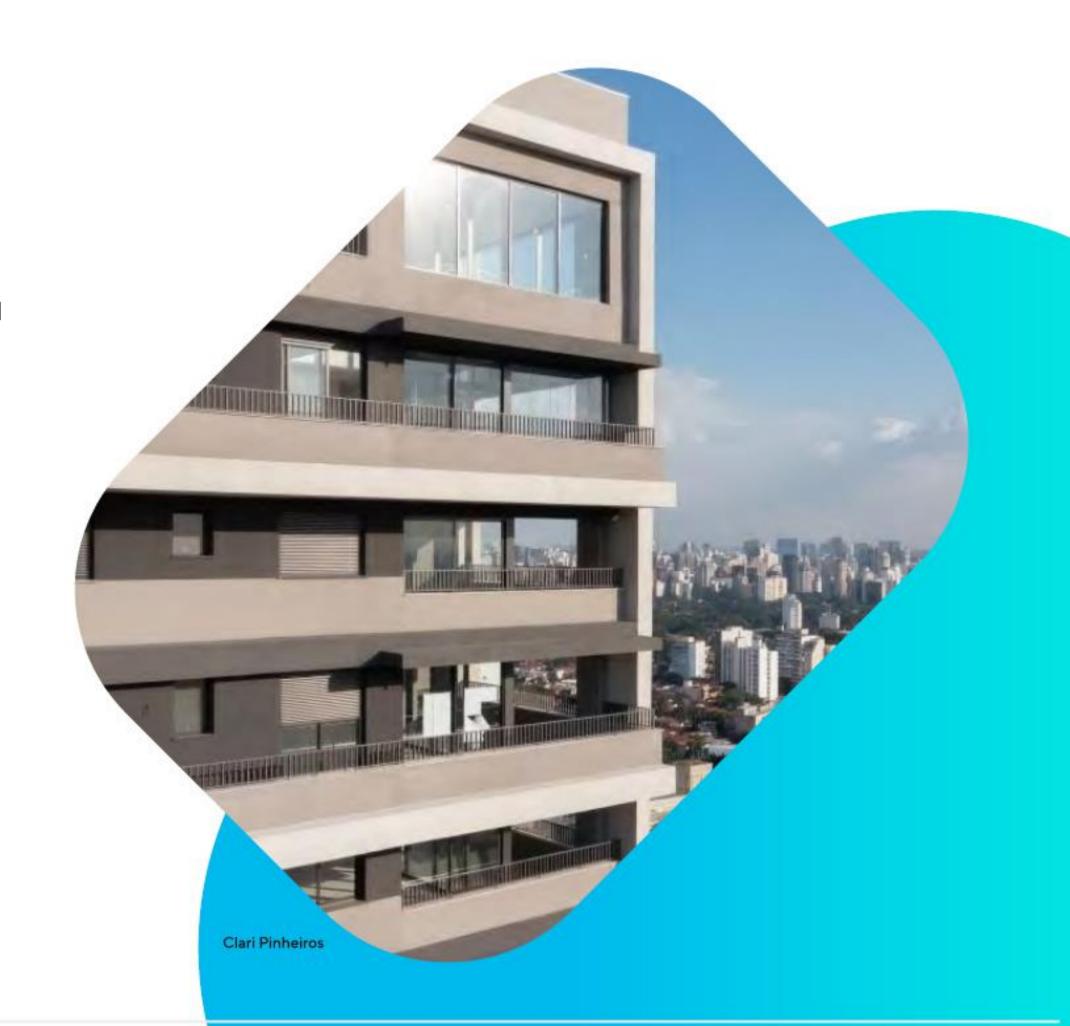
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